



# Warrant Officer Recruiting

## Special Operations Recruiting Battalion

Part Bragg



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# Briefing Agenda

**Definition of a Warrant Officer**  
**Warrant Officer Recruiting Mission**  
**General Requirements**  
**Who We are Looking For**  
**Opportunities and Benefits**  
**Application and Processing**  
**Q & A**



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# Definition of a Warrant Officer



**“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers.”**

## What Is a Warrant Officer?

**(new DA PAM 600-3 Definition)**

WO1 - Basic level

CW2 - Intermediate

CW3 - Advanced

CW4 - Senior

CW5 - Master



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# Warrant Officer Recruiting Mission

**The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.**



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# Administrative Requirements

1. **US Citizenship** *(No Waivers)*
2. **General Technical (GT) Score of 110 or higher** *(No Waivers)*
3. **High School Graduate or have a GED** *(No Waivers)*
4. **Eligible for a Secret Security Clearance** *(No Waivers)*
5. **Must Have  $\geq$  12 Months Remaining on Enlistment Contract** *(Waiver Avail.)*
6. **Pass Commissioning Physical for Tech or Flight Physical for Aviators.** *(Waiver Avail.)*
7. **Age: Technicians  $\leq$  46 yrs / Aviators  $<$  33 yrs at time packet is boarded** *(Waiver Avail.)*
8. **Active Federal Service:  $<$ 12 yrs at time packet is boarded** *(Waiver Avail.)*
9. **Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet Height/Weight Standards**



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# General Information

## Technician

- 13 - Branches
- 35 - MOSs



- Usually SGT or higher
- Most require ALC
- Must meet requirements listed on the MOS pages of our website:

**[WWW.USAREC.ARMY.MIL/HQ/WARRANT](http://WWW.USAREC.ARMY.MIL/HQ/WARRANT)**



## Aviator

- 1 - Branch
- 1 - MOS (*To apply for*)
- Any MOS/Rank can Apply
- Qualifying SIFT Score (40+)



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# Warrant Officer MOSs

WO MOS	MOS Description	Enlisted Feeder MOSs
120A	Construction Engineering Tech	12H, K, N, P, R, Q, T, W
125D	Geospatial Engineering Tech	12Y or 35F, 35G
131A	Field Artillery Targeting Tech	11C, 13B, D, F, M, P, R, T, 19D
140A	Command and Control Systems Tech	14G, 14H, 14S
<u>140E</u>	<u>Air and Missile Defense Tactician/Tech</u>	<u>14E, H, T, 94S</u>
<u>150A</u>	<u>Air Traffic Control</u>	<u>15Q</u>
<u>150U</u>	<u>Tactical UAV Tech</u>	<u>15E, 15W</u>
151A	Aviation Maintenance Tech	All CMF 15 MOS (Excluding 15P & 15Q)
153A	Rotary Wing Aviator	All MOSs
255N	Network Management Tech	All MOSs
255A	Information Systems Tech	All MOSs
290A	Electronic Warfare Tech	13F, 25B, 25E, 29E
<u>350F</u>	<u>All Sources Intelligence Tech</u>	<u>35F</u>
<u>350G</u>	<u>Imagery Intelligence Tech</u>	<u>35G</u>
<u>351L</u>	<u>Counterintelligence Collections Tech</u>	<u>35L</u>
<u>351M</u>	<u>Human Intel Collection Tech</u>	<u>35M</u>
<u>352N</u>	<u>Traffic Analysis Tech</u>	<u>35N, 35P</u>



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# Warrant Officer MOSs Cont.

WO MOS	MOS Description	Enlisted Feeder MOSs
<u>352S</u>	<u>Non Morse Intercept Tech</u>	<u>35S</u>
<u>353T</u>	<u>Intel and Electronic Warfare Tech</u>	<u>35T</u>
420A	Human Resources Tech	42A/42F
740A	CBRN Tech	74D
<u>880A</u>	<u>Marine Deck Officer</u>	<u>88K</u>
<u>881A</u>	<u>Marine Engineer Officer</u>	<u>88L and 12P, w/ASI S2</u>
882A	Mobility Officer	88H, 88M, 88N
890A	Ammunition Technician	89B, 89D
913A	Armament Systems Maint Tech	91F, A, M, P, S
<u>914A</u>	<u>Allied Trades WO</u>	<u>91E</u>
915A	Automotive Maint Tech	91A, B, C, D, H, L, M, P, S, X
919A	Engineer Equipment Maint Tech	91B, C, D, H, J, L, X
920A	Property Accounting Tech	92Y, 68J
920B	Supply Systems Tech	92A
921A	Airdrop Systems Tech	92R
922A	Food Service Tech	92G, 68M
923A	Petroleum Systems Tech	92F, L, W
948B	Electronic Systems Maint Tech	94D, E, F, H, K, L, R, V, W, Y, & Z; 25S
<u>948D</u>	<u>Electronic Missile Systems Maint Tech</u>	<u>94A, M, P, S, T, &amp; Z</u>



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# What We are Looking For...



**Soldiers who are:**



- **Leaders**
- **Self Confident**
- **Dependable**
- **Technically/Tactically Proficient**
- **Ethical and Moral**
- **Decision Makers**
- **Self-Sufficient**
- **Mature**
- **Able to Grasp Complex Problems**
- **Mentally and Physically Strong**

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# Opportunities and Benefits



- **Small Elite Corps**
  - Makes up 2% of the Army and 15% Officer corps
- **Challenging Assignments**
- **Technical Training and Education**
- **Faster Promotion Potential**
- **Extended Career Path**
- **Perform Core Duties Longer**
- **Better Pay and Retirement**



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# Assignment Opportunities



White House Communications Agency

White House Fellowship Eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, Microsoft, Apple)



Army Accessions Command  
(TRADOC/USAREC)

Pentagon and Department of the Army

TAFT Assignments (Technical Assistance Field  
Team)

Australia, Egypt, UAE and other locations

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# Training and Education

- Maintain G.I. Bill benefits
- Maintain tuition assistance (TA) benefits
- Degree Completion Program



***Army Logistics University, VA***

***Naval Post Graduate***

***ool, MD***

***National Defense***

***rsity, DC***

***Army Management***

***Staff College, VA***

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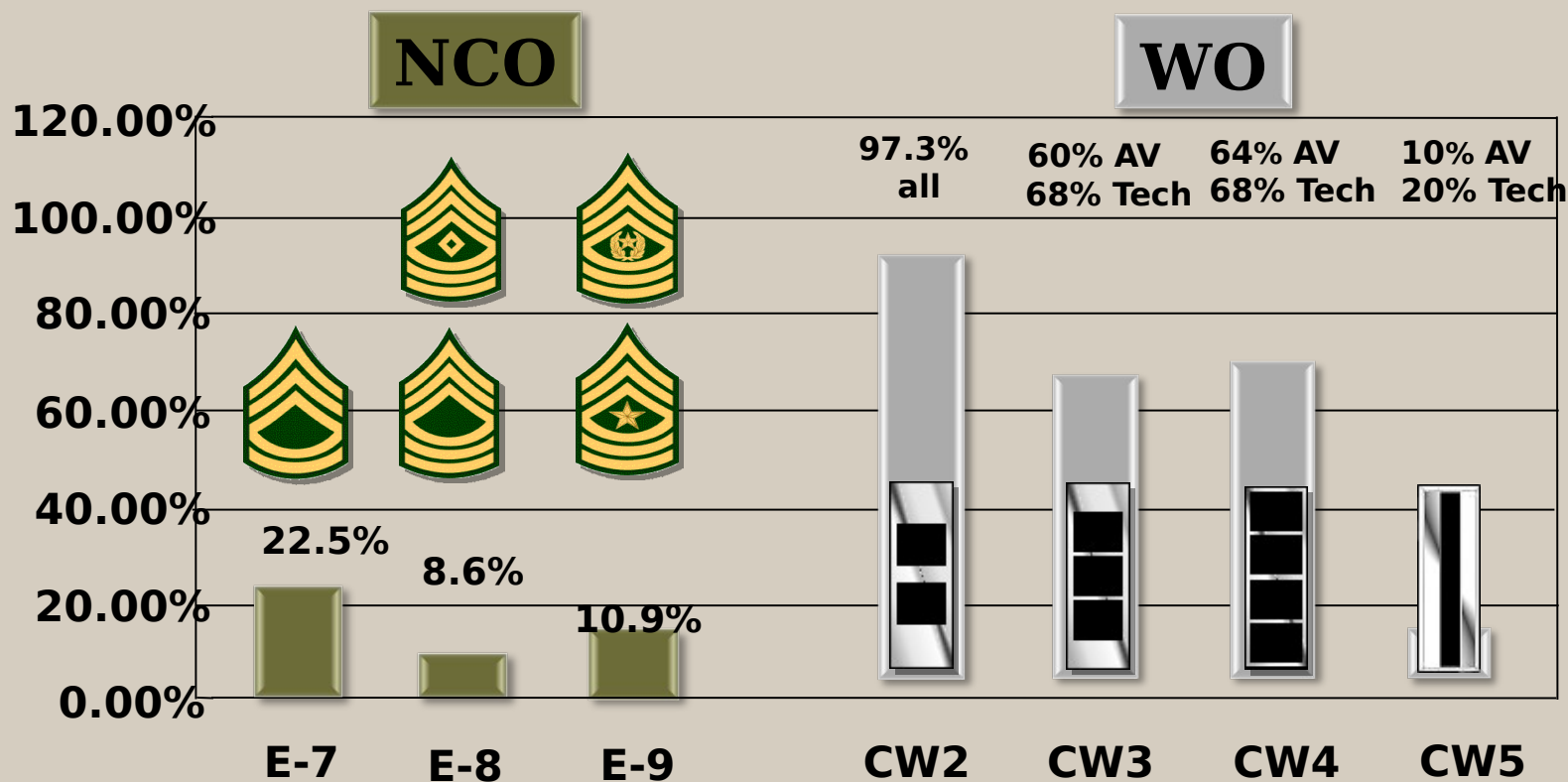


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# Promotion Comparison



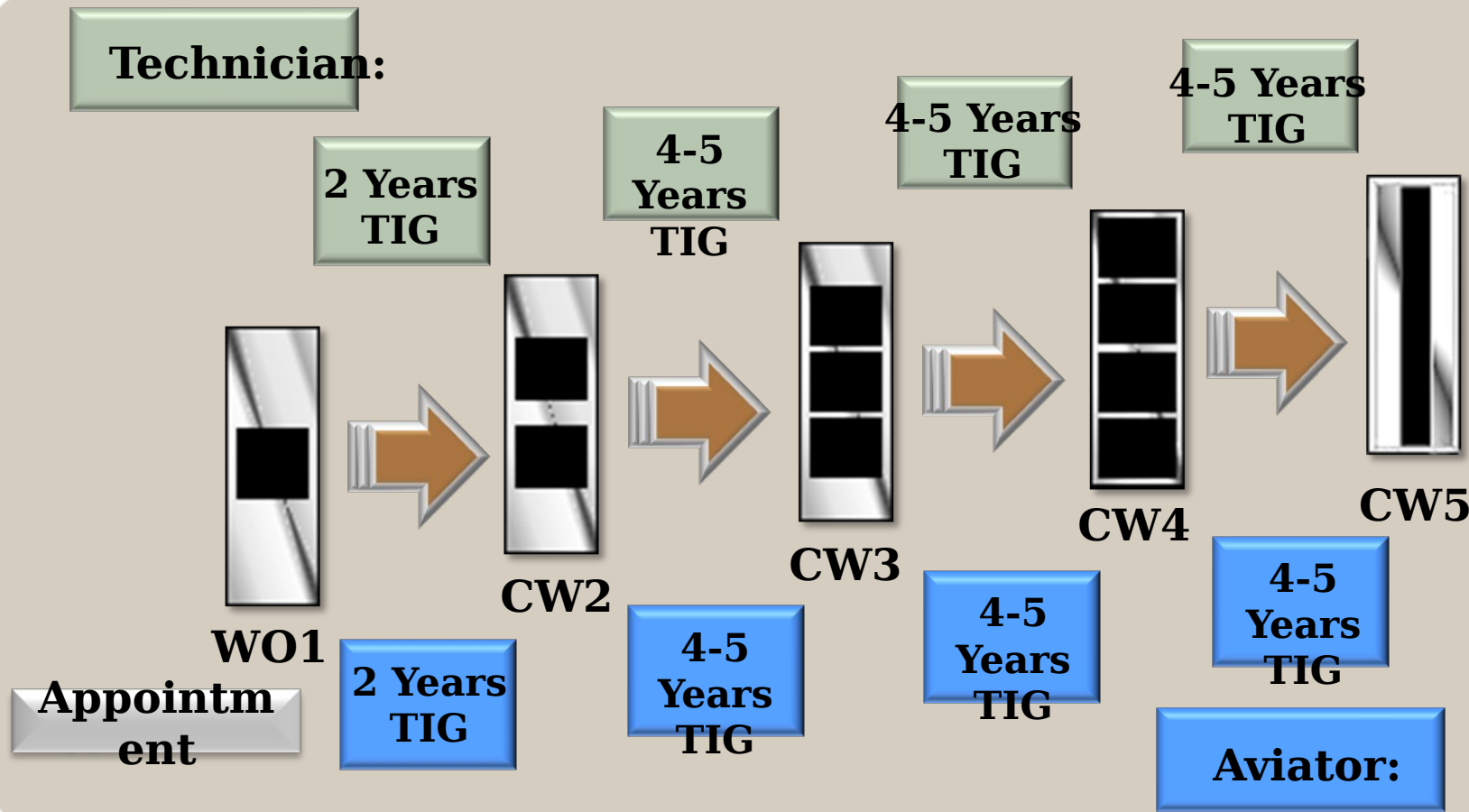
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# Warrant Officer Promotions



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# Extended Career

ALARACT NOV 08



**Total Years Active  
Federal Service**

**20  
Years**

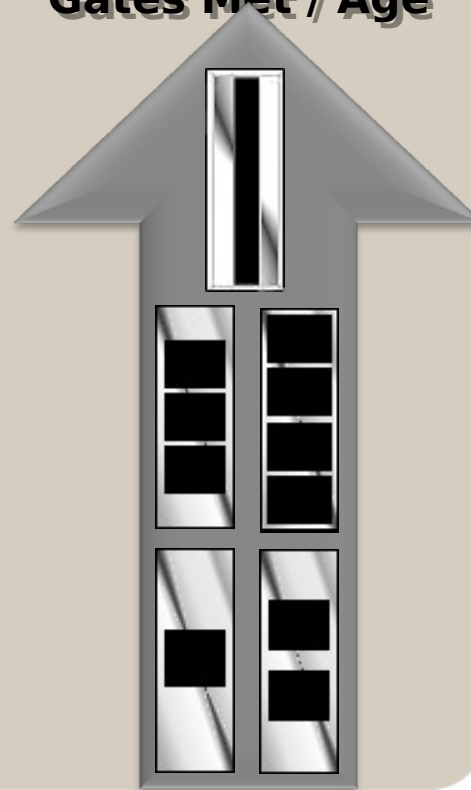
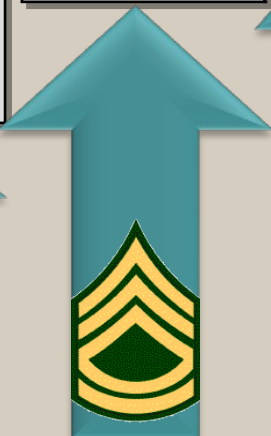
**26  
Years**

**29  
Years**

**32  
Years**

**30 + Years of WO  
SVC \*If Promotion**

**Gates Met / Age**



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# Retirement Pay Comparison

CW3	20	\$2,574 (50%)	<u>\$582</u>
E-7/SFC	20	\$1,992 (50%)	
CW4	24	\$3,699 (60%)	<u>\$898</u>
E-8/MSG	24	\$2,801 (60%)	
CW5	30	\$5,667 (75%)	<u>\$1099</u>
E-9/SGM	30	\$4,568 (75%)	

*Based on January 2014 Pay Scale*

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>



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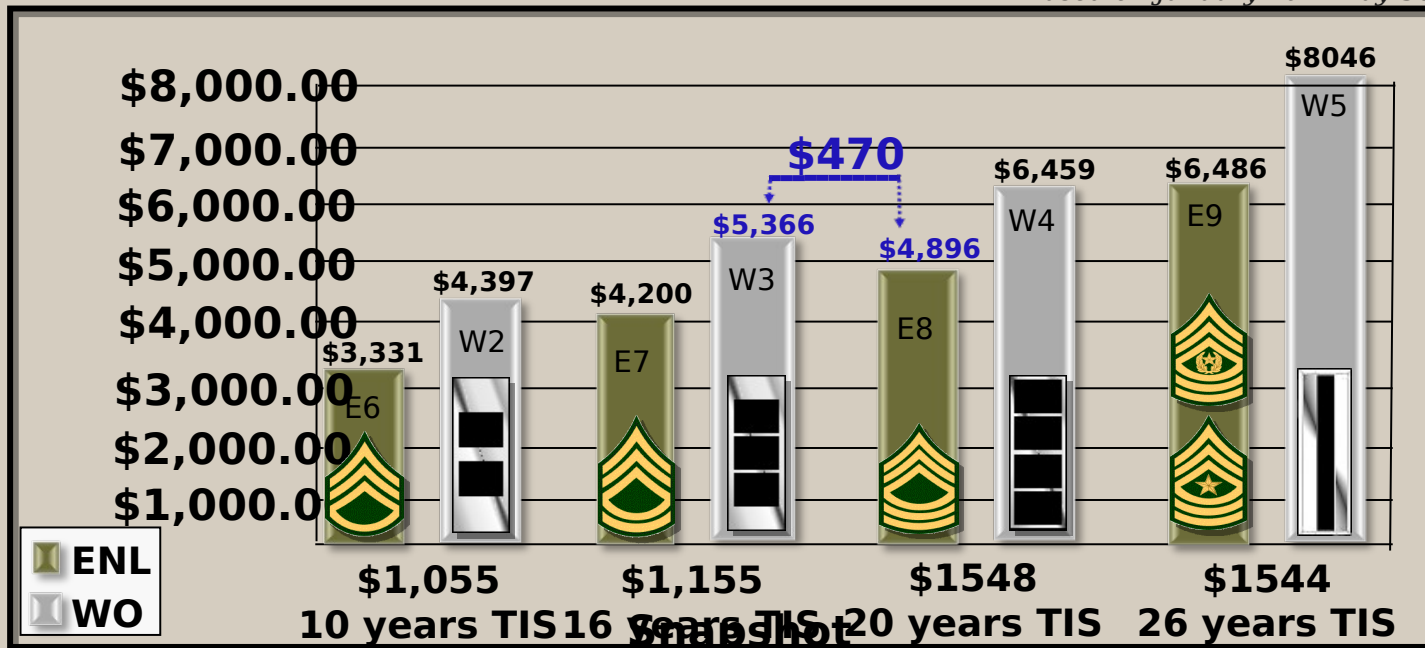




# Base Pay Comparison



Based on January 2014 Pay Scale



E-5 vs W1 at 6 years TIS = Approximate \$872

E-6 vs W1 at 8 years TIS = Approximate \$680

E-7 vs W1 at 10 years TIS = Approximate \$340

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# Additional Benefits



## Flight Pay



Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



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# Where to Start...



**UNITED STATES ARMY**  
**WARRANT OFFICER RECRUITING**

[Home](#)
[Applicant Info](#)
[Selection Info](#)
[Warrant Officer MOS](#)
[Downloads](#)
[Inter-Service Guidance](#)
[FAQ's](#)
[Contact Us](#)

**Popular**

- Find Us On facebook
- Warrant Officer Recruiting Briefings in Your Area
- Warrant Officer Selection Board Schedule
- Warrant Officer Selection Board Results
- Check Your Warrant Officer Application Status
- Warrant Officer Application Checklist Download

**Warrant Officer MOS**

- Warrant Officer MOS List
- Enlisted MOS Conversion List (Army)
- Enlisted MOS Conversion List (Air Force)
- Enlisted MOS Conversion List (Marine)
- Enlisted MOS Conversion List (Navy)

## Meet The Challenge... Become An Expert In Your Field

### Warrant Officer Branch Mission

The U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.

Warrant Officers are highly specialized experts and trainers in their career fields. By gaining progressive levels of expertise and leadership, these leaders provide valuable guidance to commanders and organizations in their specialty. Warrant Officers remain single-specialty Officers with career tracks that progress within their field, unlike their Commissioned Officer counterparts who focus on increased levels of command and staff duty positions.

### Hot Topics

[News](#)
[Application Processing](#)
[Packet Submission](#)
[Tools](#)
[Waivers](#)

**Special Announcements:**

- 21 JUL 14 - Deadline for the SEPTEMBER 2014 Warrant Officer Selection Board is EXTENDED to 22 AUG 14 for the following MOS's: 150A and 140E. Bottom Line: We are SIGNIFICANTLY SHORT APPLICANTS applying for these MOS's! If you have the prerequisite experience for these Warrant Officer MOS's and the desire to submit a packet, then your chances of being selected on the FINAL board of FY 14 is extremely HIGH!**
- 21 JUL 14 - CUTOFF for packet UPDATES or CORRECTIONS for the SEPTEMBER 2014 Warrant Officer Selection Board is 25 AUG 14. Send updates only to packets in board-ready ("B") status to: [usarmy.knox.usarec.mbx.9sbn-new-warrant-updates@mail.mil](mailto:usarmy.knox.usarec.mbx.9sbn-new-warrant-updates@mail.mil) and corrections to packets in recruiter ("R") status to: [usarmy.knox.usarec.mbx.9sbn-new-warrant-corrections@mail.mil](mailto:usarmy.knox.usarec.mbx.9sbn-new-warrant-corrections@mail.mil)**
- 10 JUL 14 - ATTENTION ALL APPLICANTS, THE CHECK YOUR WARRANT OFFICER APPLICATION STATUS LINK REMAINS DOWN UNTIL FURTHER NOTICE. If you have not received an e-mail after your initial packet submission after ten business days, please contact your local recruiter to inquire about your status! After the initial email, it is incumbent upon the applicant to check their packet status as you will not receive any further correspondence from the Warrant Officer Recruiting Team. If you need to inquire about your packet status, please contact your local recruiting team via email or telephonically at: <http://www.usarec.army.mil/hq/warrant/WOassistance.shtml>**

/hq/warrant/WOgeninfo\_boardresults.shtml

**[www.usarec.army.mil/hq/warrant](http://www.usarec.army.mil/hq/warrant)**

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# FY15 WO Selection Board Schedule



Board Dates	Packet Deadline
17-21 Nov 14	19 Sep 14
12-16 Jan 15	21 Nov 14
16-20 Mar 15	16 Jan 15
11-15 May 15	13 Mar 15
13-17 Jul 15	15 May 15
14-18 Sep 15	17 Jul 15

MOS	Nov-14	Jan-15	Mar-15	May-15	Jul-15	Sep-15
120A		X			X	
125D		X			X	
131A	X		X		X	
140A	X		X		X	
140E	X		X	X	X	
150A	X		X		X	
150U		X		X		X
151A	X		X		X	
153A	X	X		X	X	
180A	X		X	X		X
255A		X		X		X
255N		X		X		X
290A	X		X			
311A		X		X	X	X
350F	X	X	X	X	X	
350G	X		X		X	
351L	X		X		X	
351M	X		X		X	
352N	X	X	X	X	X	
352S		X			X	
353T		X			X	
420A		X		X		X
420C		X				
740A		X				
880A		X		X		
881A		X		X		
882A		X				X
890A	X			X		
913A	X			X		
914A	X			X		
915A	X		X	X		X
919A	X			X		
920A	X		X		X	
920B	X		X		X	
921A	X		X		X	
922A	X		X		X	
923A	X		X			
948B			X		X	
948D			X		X	

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# The Application

**!!!Download from our Website!!!**

## Board Packet

### Documents

1. ~~Documents~~ (Memo & S-1 Review)
2. DA Form 61 (*HT/WT & APFT Statement*)
3. Letters of Recommendation
4. Resume
5. ERB (*Enlisted Record Brief*)
6. OMPF (**10 Years of NCOERs and all AERS** in order newest to oldest)
7. College Transcripts
8. SIFT Scoresheet (*This form is for MOS 153A only*)
9. Official DA Photo

## Supporting

10. Security Clearance (*Memo or JPAS*)
11. USAREC Form 1932/DD Form 2808
12. DA Form 160-R
13. Statement of Understanding
14. Waivers
15. DA Form 705 (*APFT Score Card*)
16. DA Form 3349 (*Permanent Profile Sheet*)
17. Conditional Release (DD Form 368 or DA Form 4187) (*Reserves & Other Services*)

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# Letters of Recommendation



- **Letters Must Not be Older than 12 Months**
- **If using former Commander - we recommend having current Commander review packet!** *(Only applicable if PCS occurred within 60 days)*
- **Letters of Recommendation required:**
  - **Company Commander or First Level of UCMJ Authority** *(Must have)*
  - **Battalion Commander or Second Level of UCMJ Authority** *(Must have)*
  - **Senior Warrant Officer Letter of Recommendation** *(CW3 to CW5 - Must Have)*
- **USAREC Form 1936 must be digitally signed and the recommenders Email and Phone Number needs to be in the bottom of the narrative**

**-Note: If requesting an APFT Waiver, BN CDR LOR must state:**  
**“You are physically capable of completing the training and worldwide deployment.”**

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# Waiver Requests

WAIVER	APPROVAL AUTHORITY	TURN AROUND TIME	NOTES
AGE	DA G1	4–6 Weeks	1
AFS	DA G1	4–6 Weeks	1
APFT	DA G3	4–8 Weeks	1,2,3,4,5
Moral	HRC/DA G1	2–6 Weeks	1,6
Prerequisite	Proponent	2–4 Weeks	1
Medical	USAREC G3	2–4 Weeks	7
Tattoo	DA G1	4–6 Weeks	1

1. Example in Sample Application available at briefings or for download on our website.
2. DA Form 705 (APFT Score Card) must be included with application
3. BN CDR's LOR must state: "The applicant is physically capable of completing training and worldwide deployment"
4. Must have a Permanent Physical Profile
5. Permanent Physical Profile and physical must be dated within 12 Months
6. Must submit waiver with application.
7. Waiver request NOT prepared by the applicant



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# FY 13 AFS/Age/Moral Waivers by Branch

Branch	AFS (Submitted / Approved)	AFS Range for Approved Waivers	Age (Submitted / Approved)	Moral (Submitted / Approved)
AD	4/3	12-14 yrs		4/1
AG	11/9	12-14 yrs		4/3
AV	21/9	12-15 yrs	7/4	20/9
CM	22/5	12-14 yrs		4/1
EN	7/4	12-15 yrs	1/0	9/7
EW	10/8	12-16 yrs		4/2
FA	4/3	12-13 yrs		9/7
JA	0	N/A		2/2
MI	45/37	12-14 yrs	2/1	13/6
MP	6/6	12-14 yrs		3/3
OD	41/26	12-16 yrs		25/14
QM	30/16	12-13 yrs		6/3
SC	12/8	12-14 yrs		22/13
SF	16/15	12-18 yrs		6/5
TC	6/5	12-15 yrs		4/0



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# Selection Board

- WO Packet Automatically Gets Two Looks
- Two Time Non-Select Must Wait a Year
- Board Results Released in MILPER message



**Fully Qualified - Selected - Q-S**



**Fully Qualified - Nonselect (First Board) - FQ-NS**



**Non Competitive - Nonselect (Second Board) - NC-**

**NS**

Applicants may immediately re-apply with a  
waiver

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# Warrant Officer Candidate School



- **Selectees will attend Warrant Officer Candidate School (WOCS)**
  - E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days
  - E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days

*(Other services = 6 weeks and 4 days with exceptions)*

- **WOCS and Flight School are located at Fort Rucker, Alabama**
- **Graduation = Conditional Promotion (Appointment to WO1)**

## Skill Enhancement

Leadership Potential  
Self Discipline  
Attention to Detail  
Time Management

## Professional Development

Leadership  
Communication  
Management  
Ethics

<http://usawocc.army.mil/>



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# A Day in the Life of a Candidate

1st Warrant Officer Company

0500 - Wake

0530 - First Formation

0530 - 0635 - PT

0635 - 0730 -

0730 - 0815 - Breakfast

0815 - 1230 -

Academic

1230 - 1720 -

Academic

Admin 1900 -

Dinner



1900 - 2245 - Candidate Leadership Designs and Implements Schedule To Accomplish Specified Tasks

2245 - 0500 - Lights Out



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# Final Notes

- **Packet deadline: Posted on website, generally two months prior to board week.** (Should be sooner, if waivers are requested)
- **Send your packet to USAREC “Electronically”**  
( Details on Website)
- **Remove certificates when emailing packet** (Slows Processing)
- **153A Applicants - Study for SIFT** (Selection Instrument for Flight Training)
- **QC your own packet** (S-1, WO, SR NCO, Officer, and Civilians)
- **All the information you need is on our website.**  
(Research)

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



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# Questions?

If you have  
Suggestions, Questions, or Advice please e-mail  
the Warrant Officer Recruiting Team  
at

**[usarmy.knox.usarec.mbx.9sbn-wo-  
team-questions@mail.mil](mailto:usarmy.knox.usarec.mbx.9sbn-wo-team-questions@mail.mil)**

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